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**From:** McDonald, James [McDonald.James@epa.gov]  
**Sent:** 1/25/2021 2:21:21 PM  
**To:** Gray, David [gray.david@epa.gov]  
**Subject:** RE: ACTION: Implementation of President Biden's Executive Orders

Thanks. Works for me.

The EO regarding Discrimination in the Workplace we will take lead working with Ben V.

Regards,

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**From:** Gray, David <gray.david@epa.gov>  
**Sent:** Monday, January 25, 2021 8:18 AM  
**To:** McDonald, James <McDonald.James@epa.gov>  
**Subject:** RE: ACTION: Implementation of President Biden's Executive Orders

I envision you providing recommendations on how any changes or new program that the Region needs to put in place to comply with the EOs. Virtual meetings, conference calls or emails work fine with me. I hope we get more guidance soon but wanted to get everyone started.

I'd like to keep all of these EO assignments at the SES level especially since we don't have a permanent director named. Since Ronnie and Cheryl don't have an assignment, I could ask one of them to pick up EJ/EO. Stephen Gilrein served as acting director and could help Cheryl out as one idea.

David

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**From:** McDonald, James <McDonald.James@epa.gov>  
**Sent:** Monday, January 25, 2021 7:21 AM  
**To:** Gray, David <gray.david@epa.gov>  
**Subject:** RE: ACTION: Implementation of President Biden's Executive Orders

Thanks David. Can you advise on how you want to receive updates on the matters below? Also, the EO highlighted below that is assigned to me looks more like EJ, Tribal and Communities.

Please review the following and develop a plan for meeting the given deadlines and completing the tasks in your purview. Additional details on process and timelines will follow.

**Executive Order on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government** [JAMES MCDONALD] This might be more EJ, Tribal and Communities rather than OMS.

Regards,